



COLMAN JUNIOR SCHOOL EQUALITIES OBJECTIVES 2019-20

OBJECTIVE	CRITERIA	ACTIONS	TIMESCALE/STAFF	OUTCOMES
1. To further develop the school's commitment to developing all strands of equality.	To evaluate and develop within the extended school community: the understanding of all the equality strands (Pupils, Parents, Governors, Staff and Visitors).	<ul style="list-style-type: none"> • Invite all current stakeholders (staff, parents and carers and children) to take part in the 'Equality-Making It Happen' CSIE Equality Audit tool online. • Timetable slots for completing questionnaire in ICT suite. • Book on to school calendar. • Send letter to parents and carers explaining rationale and procedure w/b 25/11/19. • Review and update CJS SMSC / British Values and the Equalities plan with specific focus on action points due to changes in the curriculum coverage and content being delivered in 19-20 as identified by RGS. 	<ul style="list-style-type: none"> • Questionnaires for all stakeholders: 25-29 Nov 2019 • Review the questionnaire feedback from the stakeholders and compile action points. • RGS & TG to complete review of questionnaires 5/12/19 • Autumn term SMSC and Equalities policies to be reviewed by staff and updated by the subject leaders. Co-ordinated by RGS 	
2. To continue to raise awareness and celebrate diversity by inviting visitors into school and visits.	To share and celebrate people's differences.	<ul style="list-style-type: none"> • To create thematic links for 2019-20 with a focus on further developing community links, religious festivals and cultural events. • Representatives of different faiths to visit school to promote and share their religious and cultural celebrations linked to our assembly themes. Eg. Norfolk Police, Norfolk Fire Brigade, Festivals - Al-Hijra, Rosh Hashanah, Diwali, Eid al Fitr Hanukkah, Holi, Chinese New Year, Advent, INTO - UEA Students. 	<ul style="list-style-type: none"> • Autumn term Co-ordinated by RGS • To make new contacts and links to support the themes and secure visits and visitors into school. Autumn to Summer terms - Festivals - see assembly plan Co-ordinated by Rachel Grey-Smith. 	
3. To promote pupils' understanding and value of diversity both locally and nationally.	<p>Eliminating racial and cultural discrimination.</p> <p>Developing understanding and empathy for all strands of equality.</p>	<ul style="list-style-type: none"> • Arrange visits to places of worship linked with RE curriculum for each year group. <p>Y3 - Roman Catholic cathedral (Sp. 2020)</p> <p>Y4 - Synagogue (Sp. 2020)</p> <p>Y5 - Sikh temple (Su. 2020)</p> <p>Y6 - Cathedral & Mosque (Au. 2019)</p>	<ul style="list-style-type: none"> • Co-ordinated by SH 	

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		<ul style="list-style-type: none"> • Global Voices -UEA A students /thematic assembly link - Local Yr 5 to visit am. • Deaf Awareness Week - National - link to the Unit. • What we mean by 'hate' workshop to be delivered in school by Norfolk Community Engagement Officer (Yr 5 & 6) linked to the assembly theme 'Keeping Safe is ...' Assembly theme (28-29/10/2019) Pupils to complete a quiz after the workshop. 	<ul style="list-style-type: none"> • Year 5 to contact Mr Parsons INTO link) to organise a date in the spring term. (w/b 23/3/2020) Co-ordinated by RGS • Mrs Wallis to lead assemblies and a whole school challenge. (w/b 11/05/2020) Co-ordinated by RGS • Contact the Norfolk Community Engagement Officer - PC Barton Co-ordinated by RGS 	
<p>4. To develop understanding and celebration of a range of cultures and ethnicities both locally and globally.</p>	<p>Develop awareness of other cultures as well as there as own.</p> <p>Embrace cultural and ethnic diversity.</p>	<p>Teach children what culture and ethnicity mean.</p> <p>To liaise with the Mudeka foundation for representative to share and celebrate Black History week through music.</p> <p>To plan a series of activities to teach children to understand what it is to be a refugee as part of Refugee week 15-21st June 2020</p>	<ul style="list-style-type: none"> • TG in assembly 'What are culture and ethnicity?' as intro to Black History week (7/10/2019) • Co-ordinated by RGS • TG to research School of Sanctuary/Norfolk Welcomes project. 	

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		To make a display (books, posters, pictures) of famous refugees that are familiar to the children.	<ul style="list-style-type: none"> Resources available at www.refugeeweek.org.uk Investigate possibility of speaker for Refugee week assembly. RGS Make links with Amnesty International (www.amnesty.org.uk/education) www.letterboxlibrary.com for books celebrating equality and diversity. Co-ordinated by RGS 	
5. To continue the school's commitment to developing International Learning.	Ensure school's work linked to international learning references British Council criteria.	Review the application feedback. Investigate feasibility of applying for next level award. Research linking to a school overseas.	<ul style="list-style-type: none"> Review feedback in Autumn term. TG to investigate in spring term. 	
6. To establish the Young Interpreters scheme.	Children have been trained using the Young Interpreters materials and are used to support new arrivals and their families.	Young Interpreters scheme co-ordinator to complete online training modules. Explain scheme to children and staff. Children chosen to be Young Interpreters according to criteria set out in training package. Children complete training run by YI co-ordinator. Success of scheme evaluated by discussion between Interpreters, co-ordinator, school staff and families supported by scheme.	<ul style="list-style-type: none"> All training to be complete, co-ordinator and selected children by end of Autumn term. Evaluation completed by end of Summer 2 2020. Co-ordinated by TG 	
7. To carry out annual review of Disability Inclusion Audit	Disability Inclusion audit has been reviewed with action points identified and allocated.	Complete the Disability Inclusion Audit.	<ul style="list-style-type: none"> To be completed by end Spring 2 2020. RGS, TG, WH, SC FW 	

Reviewed 10.09.19 RGS /TG